THE

LOCAL GOVERNMENT SERVICE

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CONTRIBUTIONS.

The "Local Government Service" is published the 1st of each month. All contributions, which should be addressed to the Editor, "Local Government Service," 24, Abingdon Street, Westminster, S.W.1, should be received not later than the 15th of the preceding month. Opinions expressed by correspondents or in contributed articles are not necessarily held by the Editor or the Association. The Editor welcomes articles and letters on subjects of interest to Local Government Officers. Such contributions should not be of too great length, and should be typed on one side of the paper.

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"By these three virtues be the frame sustained
Of British Freedom—Independent Life,
Integrity in Office, and o'er all
Supreme, a passion for the Commonweal."—THOMSON.

Notes of the Month.

THE SUMMER SCHOOL.

THERE can be no shadow of doubt that the Nalgo Summer School was successful in all its objects. It was a bold if noble experiment for the Association to attempt such a project; to engage accommodation at one of the foremost colleges of one of the chief Universities; to engage a panel of famous professors and lecturers; to arrange for the attendance of prominent legislators, civil servants and specialists for the purpose of giving a short and highly specialised course of study on some of the vital and fundamental aspects of local administration.

But it was completely successful. The boldness of the experiment, the nobility of the conception and the thoroughness with which the organisation was carried out down to the least detail ensured success.

All classes of officials were included among

those who attended, from Town Clerks to Juniors. Every department was represented, and we are glad to note that there were a good number of women present.

This is evidence of the catholicity of the scheme of the School. It was not confined to any class nor was it narrowed down to one type of subject. Its programme was broad-based, including the fundamentals of administration and local government, so that it attracted the man or woman from the technical department equally with the legal and administrative officials.

Lectures were given by Dr. Robson, Dr. Finer and Mr. Smellie; "talks" were given by Miss Susan Lawrence, M.P., Mr. G. Montague Harris, Mr. J. J. Clarke, Mr. C. J. Jackson and Mr. E. F. Wise, M.P., while the opening address was given by Sir Arthur Robinson, Principal Secretary of the Ministry of Health.

The Report contained in this issue will serve to show not only the depth of the subjects dealt with, but the vivid and arresting manner in which the lecturers dealt with them. There were historical surveys of local government, statements of things as they are, criticisms of things as they are, suggestions for the elimination of many of the anomalies which exist and forecasts of the trend of development in local administration.

It is not pretended that the course covered every phase and aspect of the very wide subject, but it is incontestable that the points treated in the lectures, talks and discussions were all of vital interest to officials and councillors, and the fact that the purpose of the School was cultural rather than academic enhanced its success and its value.

Another point in the success of the School lay in the very fact that it was mixed in every sense. There were not only the various classes mentioned above at Keble, but there were councillors and visitors from Germany and the United States, and opportunities were afforded for the student to obtain fresh viewpoints and to gain a sense of proportion in regard to his own problems.

That those who attended realised the value of the School is shown clearly by the unanimous demand that one should be held every year. This is the only reward the organisers desire.

RECRUITMENT, STATUS AND PROMOTION

In the course of his opening address at the Summer School, Sir Arthur Robinson, Principal Secretary of the Ministry of Health, made the very important announcement that a Departmental Committee, set up to enquire into the questions of recruitment, status and promotion, would begin its labours in October. This Committee is the one foreshadowed in the Report of the Royal Commission on Local Government, and it is undoubtedly due to the weight of the Association's evidence before the Commission that particular attention was directed to the subjects of recruitment, status and promotion.

At the moment of writing, the Ministry has not issued an official statement giving the composition of the Committee, but we are informed that Sir Henry Hadow will be the Chairman, and among the members will be Dr. I. G. Gibbon and Professor Laski. We are very much impressed by these names. We know that the Ministry would not appoint a Committee composed of the ignorant or biassed, but we have the greatest respect and admiration for the intellectual qualities and the characters of the three members mentioned above and look forward with confidence to a very sound report which will lead to further progress in the Service.

The appointment of this Committee and its early start on its labours is the latest and most significant response to the educational policy and persistence of N.A.L.G.O. We do not hesitate to affirm that the policy will have a prominent place in the history of the development of the Local Service, and that future officials will regard it as the source to which they will owe many of their rights and privileges and much of their position.

Nalgo Summer School.

Success of a Fine Experiment.

Evidence from all sides shows that the Nalgo Summer School, held at Keble College, Oxford, from the 2nd to the 16th August, was an unqualified success.

The number of students reached the estimated figure, and they enjoyed the advantages of lectures, discussions, and tea talks delivered and conducted by some of the foremost personalities in the sphere of government. Further, it is apparent that those who attended had an experience which was not only valuable but enjoyable.

The Summer School was opened by Sir Arthur Robinson, principal secretary of the Ministry of Health, at 7 p.m. on Saturday, 2nd August, at a dinner at which Mr. Arthur P. Johnson presided, supported by Mrs. Franks, Mr. E. B. Abbott and Mr. J. Chaston, of the N.E.C., Alderman L. R. Phelps, Councillors J. R. Benson and W. Stobie, and Mr. Frank Gray.

The inaugural lecture was to have been delivered by Professor Laski at 10 a.m. on the 4th, but in consequence of the Professor's illness Mr. E. W. B. Abbott, Chairman of the Education Committee, addressed the students, outlining the course and explaining the scope and purpose of the School.

Thereafter lectures were delivered each morning and evening (except Saturday and Sunday) in accordance with the programme previously published. Tea talks were given by Miss Susan Lawrence, M.P., Parliamentary Secretary of the Ministry of Health, on the 4th, by Mr. G. Montague Harris on the 6th, by Mr. C. J. Jackson on the 11th, and by Mr. J. J. Clarke on the 15th, Mr. F. E. Wise gave an interesting address on "Local Government in Russia" on the 16th.

"You Cannot Muddle."

In his opening address Sir Arthur Robinson said: "You cannot muddle through local government any longer. You have to have training, education and system, and you have to realise that in the interests of the nation local government is, in its way, just as essential as the central Government, and must therefore be just as sound. That means, of course, more and more education."

"Sitting, as I do," he continued, "at the centre of local government, one of the things that strikes me most is how little the ordinary man realises what local government is. He knows that it produces a demand for rates.

"The nation is spending at the moment roughly £800,000,000 a year, and of that nearly half is debt to which the ordinary day-to-day skill in administration can do very little. If you take the figures of local government expenditure you will find that they come to something like £400,000,000 a year.

"Sometimes when we get interesting things like county borough and borough extensions one realises that there is in local government a close analogy to foreign policy. The London County Council spends at the moment £50,000,000 a year, and that figure is far more than many nations spend.

Defining the Administrator.

"Nobody has even yet defined the administrator, but I should say the good administrator is the person who has one particular habit of mind. What you have to do more and more is to get examinations; not merely tests of acquiring knowledge, but also tests of mind and brain.

"We have reduced a good deal of the chaos, but there is still more to be done.

"There is, for instance, in the Local Government Act of 1929 a section providing for the re-survey of the areas of local government. Until you get better areas of local government you will never get a proper distribution of functions among the areas.

"You have to do a very difficult thing. You have to see how far you sacrifice local government in the strictest sense in the interests of good government in the wider sense. All the same it has got to be done, and it is one of the things that the Ministry of Health is watching with extreme interest and sympathy."

Sir Arthur referred to the Departmental Committee set up to inquire into the questions of recruitment, status and promotion of local civil servants, and said the Commission would start its labours in October.

"So far as the Ministry of Health is concerned," he said "no step will be neglected to get what is one of the bases of a sound Civil Service, a general superannuation scheme."

Services Extraordinarily Clever.

Miss Susan Lawrence in her tea talk expressed the opinion that: "In the mind of the public there has been built up an idea that the civil services, both national and local, are an extraordinarily clever and a highly organised secret society."

"That idea," she declared, "is a dangerous one.

"It exists even in the House of Lords, as was shown recently during a discussion on the Housing Bill.

"The local administration machine is one of the most efficient things we have in England," she declared. "National civil servants are more open to the reproach of bureaucracy than are local servants, but that is because they are unknown.

"The wish of the people must always prevail, but it can only do so when there are civil servants to carry out that wish.

Government by Committees.

"The chief use of the politician is simply to explain to the public the steps necessary to the carrying out of that ideal."

Comparing the Parliamentary system and the system of local government, Miss Lawrence said that if the Parliamentary system had to be revised it would perhaps be better if it were modelled on the lines of local authorities with committees.

Under the present system in Parliament, members of H.M. Opposition and the Government's own supporters are cut off from all detail—which would not be the case if we had the committee system.

Democracy with a wrong administrative system could be worse than the government of kings or kaisers.

Miss Lawrence agreed that she did not want to see local authorities under the heel of Whitehall.

Anomalies of Local Government.

Dr. W. A. Robson, of the London School of Economics, caused some amusement when, in illustrating the anomalies of the classification of townships into boroughs, urban districts, and so on, he compared Woodstock with Rhondda.

"Rhondda," he pointed out, "had, prior to de-rating, a rateable value of £586,000, yet it is merely an urban district.

"Woodstock, on the other hand, with a rateable value of some £4,000, is a borough with a mayor and aldermen and a sense of self-importance" (laughter).

Another anomaly referred to by Dr. Robson was that of the county of Worcester, parts of which are buried, like islands, in the midst of Warwickshire.

"The whole system," he declared, "lacks symmetry and coherence."

"The chief export of Wales at the present moment," said Dr. Robson later on, "perhaps by way of righting the balance between England and the Principality, seems to be water.

"Both Liverpool and Birmingham draw their water-supply from Wales. We who live in England are enabled to escape the inconvenience of the Welsh climate, whilst drinking the water which has fallen on the unfortunate Welshman" (laughter).

London a Disease.

As regards London, he declared that it "is not a city but an infectious disease. No man can tell where it begins or where it ends.

"It is the supreme example of the old-fashioned maxim 'divide and mis-rule.' It has 122 separate councils, excluding such bodies as the Port of London Authority, but not one with authority over the whole.

"There is a definite need of larger units of administration," Dr. Robson concluded. "It would be surprising if a tendency which has become evident in the world of railways, banks, and newspapers were not to manifest itself also in the sphere of local government.

"Sources of Plunder."

"Behind the urge of county borough status is the fact that the county councils are profiteering to a large extent out of the non-county boroughs. They regard them as justifiable sources of plunder and that is going on all over the country," said Dr. Robson on Tuesday, when he dealt with the conflict that had been going on between town and county for the past 30 or 40 years.

"The conflict," he said, "has been growing in intensity. In the last 30 years the counties have lost 3,000,000 people, £15,000,000 of their rateable value and 350,000 acres of land.

"It is generally recognised that county government is less democratic than town government. If we did not have such a number of overlapping authorities in the counties, there would not be this enormous bitterness and conflict."

A Paradox.

At a later lecture Dr. Robson stated that:—

"*If your local authority fails to sweep away the snow and you fall and break a limb, you can't bring an action—because it was an omission of duty.*

"There is a curious paradox," he said, "that if an authority sits back and does nothing it is immune from any liability, but if it only does a little, and does it badly, it is liable at once. The moral of that seems to be, 'If you want to be safe, do nothing.'

A Clearer Rule Needed.

"Local government needs a clearer rule of liability towards the public.

"There has been a new kind of invasion in law, and that has been the way in which a large number of officials who appear to be employed by a local authority are, for the purpose of law, not an agent or a servant of the local authority.

"That has arisen from what we may call the dual control by the central government. The question of whether a local authority is, or is not, liable for the wrongful acts of its officials depends very largely on whether the Statute imposes a duty on the authority or the individual officer."

A Victorian Ideal.

The present system of local government was made the butt of some scathing criticism by Dr. Robson.

"The whole of our local government structure has grown up in the shadow of a Victorian ideal," he said.

"The Victorian ideal of a good child was the child that did exactly what it was told it could, might and should do, and nothing else; and that is the Victorian idea of a good local authority; it does exactly what it is told to do and nothing else.

"The result of that conception is that local government in England is extraordinarily good in certain defined spheres of activity but at the same time I believe it to be extremely narrow in scope and unimaginative in outlook.

"A great many people to-day feel that local authorities ought to be able to embark not only upon those activities which nobody else will do, because they are not profitable in the financial sense, but should also be free to undertake many things which private enterprise can and does carry out, but which civic enterprise can do better.

Municipal Activities.

"One would like to see local authorities join together to manufacture all sorts of things which you purchase at relatively extravagant terms, and to take over the municipal distribution of milk and coal. The obvious defect in local government is the almost complete neglect by the municipal authority of the more cultural element in civic life. At the present time we have no municipal theatres nor concerts of the first rank except, perhaps, in Manchester.

"I believe it is profoundly true that the drama is an extraordinarily important element in civic education and I also believe it to be true that we cannot look to the private commercial enterprise in the theatre to provide us with anything better than we have got. Therefore I believe that the real future of the theatres lies with the municipalities.

"If you take out the universities, I suggest that about three-quarters of the whole of the intellectual, scientific, artistic, literary and musical life of this country is concentrated in London, and I believe that is a very bad thing, both for the provinces and London.

"What is needed in English local government to-day is for us to recapture the sort of civic sense which made some of the older English cities the glory of Tudor times."

Paid Councillors.

"The time will come when local authorities will be composed of full-time, paid councillors."

This prophecy was made by Dr. H. Finer.

"I think it would be a very undesirable thing," he added.

"I think we should do the best we can to work with the amateur. There are often points when the opinion of the amateur is important, to co-operate with that of the official.

"I should rather deplore the existence of any scale which would give regular legal freedom to the officer."

Extension of councillors' term of office from three years to four was advocated by Dr. Finer, who said that he thought extension of the period advisable in order to help councillors to acquire the familiarity that they needed with the work.

"The main purpose of local government is the same as that of any government; namely, to pick out the main points of a good life and to root out the main points of what we may at any time call a bad life," he said.

In regard to the development of public health administration he said that:—

"Usually doctors are 30 years behind the knowledge of their time because they do not read. As the proximity of their student days diminishes, so does their ignorance grow."

Poor Law.

Dr. Finer referred to destitution after the Napoleonic Wars as demoralising, and said the condition of the overseer was that of an unwilling and unpaid official.

"The whole history of English Poor Law since 1834 until 1929 has been one of retreat from the principles of deterency."

"Between 1850 and 1860 there was a great change of public conscience, and an inquiry was set up into the conditions of industry and the possibilities of relieving the poor, which culminated in the Royal Commission which began its work in 1905 and concluded in 1909.

"To the people of 1832 there was only one issue, that of moral deficiency; but to the people of 1909 it was a complex problem consisting of a number of different problems. And so the reform of 1929 was set up.

Superannuation in Germany.

"Every local officer in Germany," said Dr. Finer, "is under a superannuation system of the highest possible quality. There is a classification of officials regarding the pension rights and in regard to dismissals, in which there is no suggestion of arbitration.

"If you have a bad report made about you, you have the right to see it and challenge anything.

"It is totally different in this country. There are a number of small authorities desirous of maintaining their

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Photograph of a group outside the entrance to the Dining Hall at Keble College.

own patronage, who say that there cannot be a proper classification with very small areas.

"I would recommend those people who are going to be interested in the future of local government service to study the German experience.

"Race of Administrators."

"Germany has trained a race of administrators who have the proper equipment for managing and organising a town. How does that compare with England? Anything in the nature of a town manager very much frightens a good many people who rule in local government to-day.

"Their theory is that local government is so enmeshed in statutes, rules and orders that you must have a lawyer on the spot all the time.

"That is right, but the lawyer is developing into the chief administrator of a place and is occupying the same position as a burgomaster in Germany. The lawyer was brought in originally as the man who could give advice.

"I myself do not see why we in England could not have a burgomaster system. Could not there be a body of law officials of local government who could advise on the critical points? The local solicitor could advise on the smaller points. The town clerk is applauded not because he is a lawyer, but because he is in the centre of administration."

During his final lecture Dr. Finer summed up as follows: "I have endeavoured to show in the course of my seven lectures the fallacy of the idea that local authorities are, and should be, a law unto themselves both as regards the services of particular areas and the control and administration of same (with certain limits) and to show that both local and central administration must co-ordinate as fully as possible to secure the utmost efficiency and progress of the country as a whole."

"Tired Business Men."

Mr. K. B. Smellie, in his course on the relations between central and local government, laid it down that:—

"You don't want to depend for your councillors solely on tired business men."

"The dilemma is that if local government is too distantly related to the central authority, local officers will not have enough prestige to attract the right men. On the other hand, if the relation is too close there is a danger of entangling the two offices."

Discussing the problems involved by relations between local and central government, Mr. Smellie said that everyone had a formal idea of local government councils, but in fact, each council had a history and tradition of its own.

"Local government is only of late development as it is known to-day, and the student of it is continually being dogged by a horde of ghastly survivals."

Local government such as was now in force, said Mr. Smellie, resulted from the new conception of Parliament arising in the 18th and 19th centuries.

Fantastic Ideas of Reform.

The first impulse towards it was the chaos of older institutions with their multitude of authorities. "Whenever one is inclined to feel sceptical about the more fantastic ideas of reform, one ought to remember that it is the revolutionary things which have happened."

Many things with which one was now familiar had very little history. Rates, however, were an exception.

"I don't know if you have ever considered the extraordinary pedigree of rates. They have all the dignity of Elizabethan ancestors.

"On the other hand, Mr. Gladstone used to apologise for imposing income tax in time of peace, and graduation of income tax was rejected by all the best experts as unjust.

"The conception of grants from the central government to local authorities only arose slowly, and the first recipients were educational authorities.

"Allowances were made for education because Parliament had just given the country the vote and wished to protect itself against the consequences. The idea was to educate their masters.

"Behind the Ministry of Health and the Home Office there is always the less visible control of the Treasury, whose power in local affairs is sometimes resented."

Social Events.

The lighter side of the programme included river trips, rambles, tours, visits to the Colleges, an inspection of the motor-body works of the Pressed Steel Company and a cricket match *versus* the Esperanto Congress team in which the Esperantists were the victors.

Middlesex Superannuation Scheme.

By the Middlesex County Council Act, 1930, which received Royal Assent on August 1st, important changes are made in the superannuation scheme established under that Council's Act of 1921, as amended in 1928. Until now, superannuation allowances from this Council have been on the familiar basis of a sixteenth of average salary for the last five years for each year of ranking service, with the important provision that the non-contributing service of these officers who were in the service of the Council on the appointed day ranks equally with contributing service for superannuation calculated on the basis of sixteenths. Another excellent provision of the Middlesex Superannuation Scheme enacts that in calculating service any part of a year exceeding six months is to be reckoned as a year. The Council also has power to add years (not exceeding ten) to the service of an officer possessing professional or other peculiar qualifications not ordinarily to be acquired in the service. It will thus be seen that the Middlesex Scheme has been in several respects more favourable to the County Staff than any scheme under the general (adoptive) Act of 1922.

In the new Act, the Middlesex County Council has followed the Scheme in force for Civil servants and officers of the London County Council by substituting for superannuation on the basis of "sixtieths" a superannuation allowance based on eightieths (with a maximum of forty eightieths) and a lump sum payment on the retirement or on death before retirement of the officer. This lump sum is based on "thirtieths" (of the average salary of the last five years of service) with a maximum (on retirement) of forty-five thirtieths and a minimum (on death after at least five years' service) of thirty thirtieths. New entrants to the service must come under the Scheme as so amended. Existing officers have the right to elect to remain on the old footing, but must exercise that option within a year after the passing of the Act. This will not be in all cases an easy choice for our Middlesex colleagues to make—and we venture to suggest to them that before deciding to forgo either the lump sum benefit or the larger pension (they cannot have both) they should carefully examine the possibilities offered by endowment assurances and by making the fullest use of the N.A.L.G.O. Provident Society so that they may by regular payments while in the service mitigate, and perhaps entirely obviate, any loss which might otherwise result if their unexpectedly early death or their unexpectedly long survival should prove that their option, in favour of the old scheme for the new, was unwisely exercised.

How to Fill Higher Posts:

Appointments from Without or Promotions from Within?

By L. HILL.

In this paper, written for discussion at the recent Conference of the Institute of Public Administration, Mr. Hill probes deeply into the conditions and principles governing the Service and appointments.

The paper not only leads to a conclusion, but shows what would be the effects of departing from the method of promotion within the Service. It is necessary to consider the best method which will work within the Service as it is, and not to propound a theory which, to be effective, must require a rearrangement of Local Government machinery of organisation.

THE few observations which have to offer under the above tle must relate only to the ocal Government Service; thers will no doubt deal with ne subject from the Civil ervice point of view.

There is no uniform method overning promotion or even ne making of appointments n the Local Government ervice, and it would be xtremely difficult whilst ocal Authorities remain as t present, constituted to ttempt to apply one.

There are a few thousand ocal Authorities of various ypes and sizes, and it is oubtful whether any two have a similar range of muni-ipal administrative activities, or if any two departments earing similar names could be said to be comparable.

It will be much safer to consider the alternative methods n the subject title in relation to the constitution and ractice of Local Authorities operating to-day.

One important difference between the Civil Service nd the Local Government Service is the absence in the ormer of any definable employer, whilst in the latter the ouncil clearly occupies the position of employer. Each ouncil has its own ideas upon the qualification and standards f its officers.

Varying Councils.

How these vary can be imagined from the fact that a letropolitan Borough Council is composed almost wholly f professional men; a Durham or South Wales Council of iners; a Lancashire Council of hard-bitten business men, nd a county council of farmers and landed proprietors. here is a tendency to judge the qualifications for an ppointment or promotion in the Local Government Service rom the angle of their own occupation or industry. In the ndustrial areas many councillors assume that the essentials o success in their own industry are the essentials to success-ul public administration.

Prolonged industrial depression in a town sometimes eads to a cry for monetary sacrifices on the part of the ocal officials, notwithstanding the fact that the duties and esponsibilities of the local officials have been increased by rade depression.

Sometimes the personnel of a council changes com-letely within a few years, and it has been the experience f many to find the standards of promotion completely ltered within a comparatively short time. I must, how-ver, say that these varying standards and methods are ot in any way due to vested or political considerations ut due to a new set of ideas taking the place of old ones vith a change of local control. These considerations and nany others must be kept in mind when trying to arrive t a decision upon the method of filling the higher posts. t will not help very much to arrive at a decision which vill not work without a complete change in the system of ocal Government.

Appointments from without do take place, and so does romotion from within, but in the few cases where "appoint-ments from without" are made it is generally in a smaller type of Local Authority. The appointments to fill the more important posts would normally come under the category of "promotions from within." This must be qualified by explaining that I am looking at the Local Government Service as a whole and not at one particular Local Authority. It is the general practice in selecting principal officers to acknowledge service with other Local Authorities, and this is, I suggest, service "within." It is not an uncommon thing to find that an officer has graduated from a minor post in a small Authority through a number of other Authorities, to his final position which may be regarded as one of the "plums" of the Service. Therefore, with regard to the Local Government Service the first part of the dual title "appointment from without" can only be dealt with theoretically, whilst the second part "promotion from within" can be considered in the light of actual practice spread over a large number of years.

Training Within the Service.

There is probably only one officer in the Local Government Service whose qualifications cannot be obtained within the Service, and that is the Medical Officer of Health; he must be a qualified medical practitioner with a diploma in Public Health, and both these qualifications are generally obtained before entering the Service. It will, therefore, be seen that the Local Government Service can train practically all its principal officers, and the only interesting point that can be developed in a paper under this heading is whether it is desirable to make a change in the present practice in the Local Government Service.

When we come to consider the question of "How to fill the higher posts" we have to consider whether that means the highest posts in the Service or a place high in the ranks of subordinates. If it means the latter, then it cannot be applied to the majority of the Local Authorities because they are not large enough to practice the theory. If it is applied to the larger type of Authority, then we shall have to consider the effect upon those already in the Service of an influx at any given point of academically trained people from outside the Service. Is it wise to set up a barrier which is going to prevent free passage to promotion amongst those already training "within" the Service? The recruitment of theoretically trained public officers at any given point does not guarantee that every appointee is going to be worthy of further promotion. We have already seen the disastrous effect upon initiative in the large Authorities of grade barriers, and if these are to be made higher by piling on top corpses of theoretically prepared public administrators we shall make matters worse.

If appointment from without is to be applied only to the chief posts, *i.e.*, the heads of departments, then I think the difficulties are even greater. It is hard to define what kind of experience and training outside the Service can be a

qualification for a chief position in any department of a large Local Authority. On the other hand, it is probable that a highly successful administrator in business or commerce would have to unlearn much of his knowledge and certainly adjust his methods before he could make a success of public administration.

We can approach the question from a third angle, that of supplying Local Authorities with academically trained men of the research type who could make a very valuable contribution to the science and technique of public administration. Very few Local Authorities could carry a man of this kind, and he would, by the make-up of his mind, never attain one of the highest posts in the Service. Therefore, he would have to be regarded as a new species, and to be passed by without the slightest hesitation in the progress of promotion. A successful Local Government Officer is a specialist; he has to apply his professional and technical knowledge to the technique of public administration, and there is no experience outside the Service which may be regarded as a suitable training ground. The doctor has to apply his medical knowledge to an entirely different set of principles to the doctor in private practice; the lawyer becomes a specialist and after a number of years as Town Clerk his knowledge of common law must inevitably become rusty. There are other things to be learned such as Committee procedure, how to avoid political party intrigue and perhaps the most important of all, "a passion for the Commonweal."

Administrative Qualifications.

One point emerges here, that men who obtain the higher and more important posts in Local Government are appointed more for their administrative qualifications than for their professional or technical qualifications. A chief officer or deputy may have secured his first "higher post" on his professional qualifications, but as he rises to take charge of the more important posts in the Service his professional qualifications recede in ratio to the development of his administrative abilities and experience.

During the last thirty years the general movement has leaned definitely towards the elimination of the part-time officer, that is, the man appointed from without, in favour of the whole-time specialist with experience in other districts. There is a philosophy as well as a technique in public administration, and I am perfectly sure that the former cannot be developed except by long experience within the Service. The deciding factor in the making of a successful and prominent Local Government Officer is the same as that which makes for achievement in every walk of life, and it is a biological one rather than an educational one. If public administration is a specialist occupation, then general experience is not a qualification. If special study and preparation from outside are to be regarded as essentials to promotion, then such persons should be recruited at a stage which will give ample time to apply those qualities to the specialist type of work which Local Government demands. Experience includes the making of errors, and it is less expensive to make them in subordinate posts than as chief officers. One cannot afford to make as many errors in the chief positions in the Local Government and Civil Services as he can in private practice, commerce or business.

I must come down definitely on the side of promotion within the Service with one proviso. Adequate facilities should be given to all in the Service to attain the professional and technical qualifications which are necessary to their progress from the staff to the highest posts. Success in Local Government is very largely dependent upon aptitude, and it is safer and more economical to add professional qualifications to proved aptitude within the Service, than to appoint from outside persons academically or professionally trained, and leave to chance, or future proof, the peculiar aptitude so necessary to success.

Cost of Living Index Figures.

Below we give the average monthly percentage increase in the Cost of Living Index for the past six months:—March, 61; April, 57; May, 55; June, 54; July, 55; August, 57.

The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	June.	July.	August.
Food (7½)	38	41	44
Rent (2)	53	53	53
Clothing (1½)	115	115	110
Fuel and Light (1)	70	70	70
Other Items (½)	80	75	75

The figures in brackets denote the proportion of each item out of a total of 12½ as calculated by the Ministry of Labour.

In regard to rent the statistics of the Ministry of Labour may take into account decontrolled rents of working-class dwellings.

Cost-of-Living Bonus.

Although the Ministry of Labour cost-of-living figures for the month of March—August would give an average cost-of-living figure for bonus purposes of 60 the Chancellor of the Exchequer has intimated that after full consideration the Government has decided that for the period of six months beginning 1st September the bonus payable to Civil Servants will be calculated with reference to a cost-of-living figure of 65. The bonus has been paid on an average figure of 70 since the 1st March, 1929, the fall to 65 twelve months ago having been suspended by the Chancellor of the Exchequer. The position in September will be that only part of the fall will be reflected in the bonus calculation which will be, as already stated, on a figure of 65. It may be assumed that the Ministry of Health will be issuing a circular to local authorities in the near future intimating the decision.

The bonus changes nowadays do not affect a large proportion of Local Government Officers as many local authorities have adopted consolidated scales or stabilised bonus.

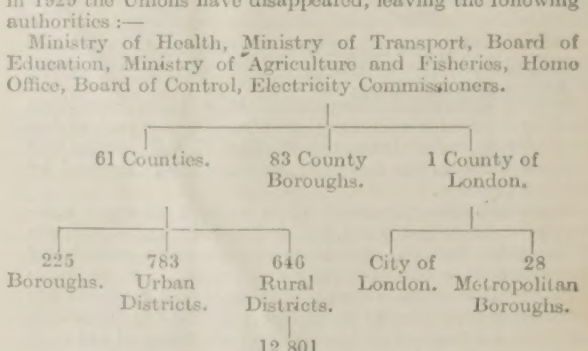
LOCAL GOVERNMENT.

(*Continued from page 211.*)

become Ministries. The Board of Education was formed and still remains. The police were placed under the Home Office. Other Central Authorities have been formed since.

All the other authorities except the School Boards and Poor Law Unions were collected in 1872 into Sanitary Districts, governed under the Local Government Act of 1894 by Urban and Rural Districts Councils. The School Boards were merged into the Counties in 1902, and at last, in 1929 the Unions have disappeared, leaving the following authorities:—

Ministry of Health, Ministry of Transport, Board of Education, Ministry of Agriculture and Fisheries, Home Office, Board of Control, Electricity Commissioners.



The story of Local Government is by no means completed by this short historial survey, but enough of history has been given to provide the foundation required before detailed enquiry into the various forms of local government can be proceeded with. [In my next article I hope to write about the Parish Meeting and the Parish Council.]

Local Government.

By S. OSWALD EVANS, L.A.A. Finalist.

I.—HISTORICAL SURVEY.

Local Government in England and Wales has been one long conflict between two ideals, the one representing local sentiment, individuality, and work done by elected and unpaid workers, the other defined by such words as efficiency, uniformity, co-ordination and central control. Can two such ideals be combined? The answer is our Local Government system of to-day. How this system works, what it does, how it does it, and what it cannot do will be the purpose of these short articles to explain.

It is proposed first to amine briefly the whole ogress of local government this country, commencing th ancient times and tracing velopments down to the esent day.

The foundations of our stem of local administration te back to Saxon times. the township, the hundred, e borough and the shire, e local authorities of those ys, enjoyed, within the very nited scope natural to an developed community, an tonomy almost without comparison in the history of r subject. The ancient Witenagemot—the central vernment of the period—had practically no place in the al government of the country, its duties consisting of tle else but those connected with the conduct of wars d the maintenance of the sovereign. Even the Curia egis, the Norman and more active successor of the Witenemot, left local affairs entirely to local authorities.

Even in those days England was divided into counties shires. The fifty-two that we know have existed as they e now from the time of Henry VIII. Except for the ing's representative, the Shire-reeve, or Sheriff, the unties administered their own justice, looked after idges and fortifications and provided men for the army. wo knights from each shire, and two burgesses from each rough were summoned to what is generally known as e "first Parliament" of 1265.

Within the counties were towns or boroughs, which had own up for military or trade purposes, or round an Abbey. hey had at some time or another received a Charter from e King, enabling them to have their own Officers and collect their own Taxes. The largest town was, of course, ondon. The boroughs ruled themselves by various close rporations till in 1833 the reformed Parliament, which et after the great Reform Act of 1832, appointed a Royal ommission whose report constituted the basis of the Iunicipal Corporations Act, 1835, when the government of ch towns was made uniform, the act was the great foreinner of the series of statutes which were finally consolidated the Municipal Corporations Act of 1882.

Unemployment after the Napoleonic Wars, coupled with e displacement of labour from Agriculture, made further oor law measures inevitable, and as a result of a further oyal Commission, there was enacted the Poor Law mendment Act, 1834, which established the Boards of uardians.

During and before this period towns grew very rapidly, nd such rapid growth, as may readily be imagined, presented ew problems in Public Health to contemporary legislators. n 1838 the Poor Law Commissioners—the central departent of State appointed by the Poor Law Amendment ct, 1834, to preside over local government—took up the uestion of sanitary legislation, and in 1848 the Public Health Act was placed on the Statute Book.

Ten years later the functions of the General Board of Health (established by the Act of 1848) were divided between the Home Office and the Privy Council, the latter operating through the Board of Trade. The Local Government Board Act of 1871 transferred these powers to the newly created Board and resulted in the vesting of public health powers, in urban areas, in local boards, borough and town improvement commissioners, and, in rural areas, in the boards of guardians.

The Public Health Act of 1875 followed, the provisions of which, as amended and added to by subject legislation, are administered in urban areas by boroughs, and urban district councils who took over in 1894 the powers of the old local boards. In rural areas, the duties of sanitary authority devolved upon the rural district councils after their creation in the same year. The boards of guardians thus ceased to function as sanitary authorities after 1894.

Then, as now, the smallest unit was the Parish, its boundary defined by custom, by means of yearly perambulation. The householders met in the vestry of the church to elect their yearly officials—the "Way-Warden" or "Surveyor" who looked after the roads, the "Hay-Warden" who watched over the fences, the "Church-Warden" and "Overseers" for the care of the poor. As population increased, the parishes grew larger and the vestry meeting became "select" or representative. More duties were thrust upon them, and parishes were united to carry them out into Unions or Boards. Every new Act in the late eighteenth and early nineteenth centuries seemed to create a new authority, formed of different combinations of parishes. There were Unions for Poor Law purposes, Highway Boards, Conservancy Boards, Port Sanitary Authorities, Improvement Commissioners, Paving Commissioners, Burial Boards, and later, School Boards. Their boundaries were frequently not co-terminous and of the consequent confusion we have not yet completely rid ourselves, although some amelioration is promised by the Local Government Act, 1929. Until 1894, there were, so it is stated, no fewer than 30,000 rating authorities in this country.

County Councils came into existence in 1888 when the Local Government Act of that year created them as limited supervisory authorities and for the purpose of carrying out certain administrative duties formerly exercised by the Justices of the Peace in Quarter Sessions. County Boroughs were created by the same Act.

The Rating and Valuation Act, 1925, marks the next important step in the history of local authorities. The Act is said to have reduced the number of rating authorities from about 15,400 to 1,800.

During all the period of the nineteenth century Central Authorities grew up to control the lesser authorities which have already been mentioned. The Poor Law Commissioners became the Local Government Board, and then combined with the General Board of Health; the Inclosure Commissioners became the Board of Agriculture, both later to

(*Continued on previous page.*)

Odds and Ends.

LAST month I was tickled by E.M.B.'s reference to vows of "poverty, respectability and obedience" for Local Government Officers in his article on "Administration as a Profession." Since then I have been shown the following note which appeared in "The Elver," the Journal of the Gloucester Branch: "*Goodbye To All That, by a Ratepayer. A plea for Monasticism in the Municipal Service.* When so much interest has been aroused in official circles on the question of recruitment and status of Local Government Officers, this book comes forward with a rather startling suggestion. The author advocates the running of the service on the same lines as a monastery, every recruit entering as a novice and eventually on proof of his vocation taking the vows of celibacy, poverty and obedience. The author thinks this system would be of considerable advantage to officers and Corporation alike. Celibacy he says would avoid the difficulties caused by the claims of home life and enable the officer to spend the whole of his time from early morning till midnight in the service of the town, while the advantage of complete and unquestionable obedience, he thinks, are obvious. Poverty too would keep the rates down. So ably is the case put that the author almost convinces us. A book worth reading."

Vows for Officials.

* * * *

IT is pleasant to read, now and again, items in the Press serving to show that officials do not imitate the lilies in toiling not, and I was glad to observe that the *Western Sunday Independent* some months back gave prominence to the remarks made by Mr. M. O. McAuliffe, of the N.E.C., at a luncheon of the South Western District which was attended by the Mayor of Plymouth. "It is no new thing for the staff of a Corporation to be overworked," said Mr. McAuliffe. "I find that in Bristol in 1646 the Town Clerk and Deputy and assistants all went mad on the same day—due, no doubt, to overwork."

"No New Thing."

Later the Mayor (Ald. J. Churchward) referred to the proposed superannuation scheme for the Plymouth staff and said that he hoped that the time was not far distant when they would have a fully-fledged superannuation scheme.

* * * *

ACCORDING to "Industrial and Labour Information" the number of Japanese silk factories unable to pay wages was reported at the end of last year to be about 300, and the number of workers affected was nearly 30,000. The wages in arrears were estimated to amount to 700,000 yen. "The non-payment of wages to such a large extent," it states, "is due to defects in the method of wage payment, which are brought to light in times of trade depression. Though the Factory Act provides that wages must be paid at least once a month in legal currency, they are usually retained by the employer as "savings." Most of the employers use this money in their business. The young girls who form the majority of mill operatives generally live in dormitories attached to the factories, where board is supplied, and are given pocket money and a monthly statement of wages. They usually receive their savings when they go home for the New Year holidays. Thus they would not know until the end of the year that their employer had become insolvent. The law requires millowners who desire to retain wages in this manner to obtain permission from the governor of the prefecture, submitting with their application a suitable plan of wage payment. According to the factory inspection reports, the administrative authorities have made it their policy to permit only those factories which are financially sound to retain wages as savings, requesting others to deposit them in banks or post offices. The enforcement of these rules, however, is difficult, especially in times of trade depression, and it is felt that legislative measures should be adopted for the protection of workers whose savings remain in the custody of the employer."

What a System!

I have read the last sentence from "it is felt" to the end three times and have come to the conclusion that there is a measure of justice in this feeling.

* * * *

THE *Manchester Evening Chronicle* seems to be surprised that: "As a result of a letter addressed to 3,400 members of the Manchester Municipal Officers' Guild, taciturn officials, to whom citizens hand in their gas and water rates, are revealing themselves as secret cornet players, solemn heads of departments are confessing to ventriloquial skill, and trim typists, who are to be seen hurrying about the Town Hall, are admitting to skill as male impersonators."

Jack's the Boy.

The letter, written in an unofficial capacity by Mr. Thomas M. Kershaw, chairman of the Branch Social Committee, contained a project for a concert in aid of the B. and O. Fund.

In an interview Mr. Kershaw stated that he had received so many offers of help that he was sure to have enough talent for a very varied concert.

Isn't it strange? People seem surprised to hear that officials have talents either for work or amusement.

* * * *

THE Accrington Branch Journal recently published the following bright news paragraph. "We have frequently enlarged upon the excellency of Nalgo's Convalescent Home and some three or four of our members have benefited by a stay there. But to Mr. R. Richards, Tramways Department, the element of romance has been added. Staying there in 1927 for the good of his health he met Miss Florence Schofield, an official in the service of the Lytham St. Annes Corporation, likewise temporarily domiciled there. The details, of course, leave something to the imagination. Perhaps the Matron took them out in her car (we have heard of a member of the N.E.C. being charmed back to health in this manner), or the soul-stirring breezes of Abraham's giddy height were too much for them. Anyway, they found in the little Derbyshire town 'The Peak' of their happiness and formed an Approved Society of their own. They were married on the 24th December, 1929. We hope they may live to sing the praises of Nalgo House for many years to come."

Convalescence and Romance.

The office cynic remarks that convalescence is apparently more dangerous than illness. I prefer to regard the incident as another example of the advantage of belonging to Nalgo.

* * * *

ONE of the young members of a Council staff, who has been working on the duplicate posting system of recording the credits on Gas Water and Electricity Consumers' Accounts, had apparently got a bit behind in his posting, and was trying to balance. His way out of the difficulty was to go and ask the cashier not to issue any more receipts until he had dealt with all those in his possession and which were not posted!

Overcoming a Difficulty.

I have tried to imagine the cashier turning the people back from the door, but I should love to see the dazed look on the faces of those turned away.

PETER SUCH.

Musings.

By EPPI LOGGE.

OXFORD, where the first Nalgo Summer School has just closed, is one of our most ancient and treasured possessions. Those who visited Oxford for the st time would no doubt be impressed with its antiquity. ere is a copy of a fourteenth century Oxford Charter, ted 1305.

"Edward I. to his Mayor and Bailiffs of Oxford, Greeting. hereas on the part of our beloved masters and scholars the University of Oxford it has been shown to us that e pavement of the aforesaid town is so enormously des-oyed and broken that therefrom all and every passing rough the same town suffer no slight losses and damages: id also that by the dung and dung-heaps which are placed d collected in the streets and lanes of the same town, e air there is so corrupted and polluted that the masters d scholars aforesaid and others sojourning there suffer ominable horror, the boon of wholesome air is lost, e health of men is grievously harmed, and other intolerable conveniences and very many annoyances are known arise to the injury and manifest danger of the aforesaid asters and scholars and of others sojourning and passing rough: We, wishing to deal fittingly in this matter, mmand you that you cause the pavement of the aforesaid wn in the streets and lanes there to be repaired and ended under the supervision of any person or persons om the Chancellor and Proctors of the University oresaid shall think to depute for this purpose, and that u shall induce your fellow burgesses by all means which em most expedient to you, and, if necessary, that you mpel them in due manner, so that each man shall pave front of his tenements and holdings, shall cleanse the eets and lanes from dung and dungheaps, and when ey have been so cleansed shall keep them clean for the ture, and that you cause the pigstyes in the streets d lanes to be removed, through which impurities of id are especially collected and accumulated, so that the oresaid town may be kept so clean of such impurities at no repeated complaint shall reach us in this behalf reason of which we ought to apply a heavier hand."

One Lecturer, Dr. Herman Finer, when describing the stem of municipal government in Germany, touched on one feature which greatly interested the students. mentioned that a local government officer in Germany d a right of appeal against any decision which he deemed be unfair, and that in fact he had the right to see any port against his work before it came up for consideration. e subject of security of tenure of office is one of first e importance to local government in this country, d Miss Susan Lawrence, M.P., when giving a tea-talk the students had a very lively half-hour on this point. e refused to be drawn, though.

* * *

WHAT is a "boozeroo" shop? For an explanation we are indebted to our instructive and bright temporary "The Board and Council" of New Zealand. e Mayor of Christchurch, New Zealand, decided not invite the councillors to supper after the meetings l his decision has had an unexpected repercussion. vards the close of a recent meeting of the Town Council of the councillors extended an invitation to the Mayor e Rev. J. K. Archer) to supper but his Worship declined. Next day, when Mr. Archer, who is a pronounced prohibi-ist, learned that there had been oysters and beer and it on the menu, he declared with heat that the municipal mbers had been turned into a "boozeroo" shop. The ole thing, he alleged, had been a reversion to a previous bad state of affairs which, he understood, had prevailed amongst city councillors, and which on some occasions was so abused as to lead to "boozerooing" for the greater part of the night.

Councillors admit keeping small supplies of liquor in their lockers, but strenuously deny any suggestion of "boozing."

* * *

READERS may remember that in the recent election in Australia great prominence was given to the question of Arbitration Courts. Briefly, the then Prime Minister (Mr. Bruce) had introduced a Bill to abolish the Federal Arbitration Court, ostensibly to save expense and to avoid duplication of awards owing to the existence of State Arbitration Courts in various States of the Commonwealth. So vital was this matter considered by the electorate that Mr. Bruce and his party were defeated at the polls on it.

What appears to me to be the outstanding event in this election campaign, however, was the manner in which the Municipal Officers' Association of Australia threw itself into the fight to retain the Federal Court and went to the length of throwing over its non-party policy and issuing a special supplement to its Journal detailing the situation for the benefit of its members and definitely calling on them to vote for certain candidates "in addition to all Labour members."

The following extracts from this supplement indicate how strong was the feeling:—

"We have decided to sink all other issues, and strive to retain arbitration, and help to preserve the liberties and rights bestowed upon Australians by an earlier generation of broad-minded statesmen. Join us in this nation-wide campaign, and support us in this political fight which so vitally affects your home interests and your industrial or professional life."

"Mr. Bruce says that the State Governments will legislate to create State Arbitration tribunals. The bitter experience of Municipal Officers in the past gives no hope for the future should the Federal Court be abolished. Mr. Bruce says that he is abolishing the Federal Court in order to avoid duplication of awards. There is no real duplication of State and Federal awards, even though there be dual jurisdiction; and none knows it better than the Prime Minister and his Attorney-General, Mr. Latham. The High Court definitely decided this in the Coburn case, in which it was held that, where Federal and State awards conflict, the Federal award is paramount. The Federal award even overrides a State Act of Parliament."

"Mr. Bruce says he desires to bring about a decrease in the costs of production. Where is he going to start? Will he reduce the cost of wool or wheat, beef or mutton, butter or bread, clothing or rent? If not, will he reduce interest or profit? The only other thing left to make war on is salaries and wages. In view of these facts, the proposed abolition of the Federal Court has a very sinister appearance."

"Protect your interests by voting against those candidates who will not vote for the retention of the Court."

"The friends of Federal Arbitration are your friends—vote and work for their return; also every candidate who is pledged to support Federal Arbitration.

"The following members, in addition to all Labour members, also supported Federal Arbitration by voting against the Abolition Bill. Give them your full support:—Mr. W. M. Hughes, M.H.R., Mr. E. A. Mann, M.H.R., Mr. W. M. Marks, M.H.R., Mr. G. A. Maxwell, M.H.R., Mr. W. J. McWilliams, M.H.R., and Mr. P. G. Stewart, M.H.R.

"The enemies of Federal Arbitration are your enemies."

"Vote against those candidates who refuse to give full support to Federal Arbitration."

Administration as a Profession.

A Reply to E. M. B.

By GORDON BRODRICK.

As was to be expected, "E.M.B.'s" article in our last issue questioning whether Administration could rank as a profession has drawn a reply.

It would appear, though, that in his reply Mr. Brodrick makes statements which other readers will deny.

It does is not, not such a master-artist as he is, every clerk would be well advised to avoid him. There are moments when the man on the stool realises how narrow is his life, and sees the dingy cramp hovering over his mind, waiting to stiffen him as if with iron bars. If there be any who have not felt this pain, let them read the first few pages of "A Christmas Carol." The only relief they will find will be that which comes from exalting their own position. They may even attempt to prove their job to be a profession.

Such an attempt has been made with the particular work of administration, but because the one who made it was so admirably honest, it failed.

Dangerous Analogies.

Analogies are always interesting, but they are always equally dangerous. If they are pursued far enough, they will turn as surely as the proverbial worm. Administration is compared with Law and Medicine, and it is contended that the requirements for the status of profession are :—

> *a)* technical and academic qualifications (which must be denied to the cautious and the plodding), and
>
> *b)* the observance of a rule of conduct.

The same publication in which the attempt was expressed contained also advertisements concerning both technical and academic qualifications—the latter being issued by the most exacting university in the world.

Authority.

Now we require a "Council of the highest authority" to regulate the conduct of the members. Surely the professional conduct of an administrator is regulated by H.M. The King in Parliament assembled—which is the *only highest* authority in the land.

Thomas may still doubt whether the lines now drawn run parallel. I think they do. But even if Administration or any other employment is not completely analogous with Law and Medicine it does not therefore follow that such employment is not a profession. There is little resemblance between the Church and Music, but both are "vocations."

In spite of all this, however, Administration as such is certainly not one of "the professions." If it were we should not have looked at the question. It may be, nevertheless, a profession. When we talk of "the professions" we do not include, e.g., accountancy and secretarial work, although we know that there are so-called "professional accountants." These occupations are becoming professions; administration may.

To the municipal mind, this is a matter of grave importance. In reality it is a trifle. After all, what good have you done when you have given the work the status of a profession? Is a man a better administrator because administration is a profession?

The Reason.

Why do you seek to call your work a profession? I think I know two reasons. You like to convince your friends that you work only for the love of working. The clerk in the Health Department—or the M.O.H. for that matter—would like us to believe that he works solely *pro bono publico*, and the salary he receives is really an honorarium given to enable him to keep body and soul together. But, deny it as you will, ninety-nine per cent. of us work that we may eat. You object? Then perhaps you defend your standing because "Public Administrator" sounds so much better than "Corporation Clerk." Fie! Vanity!

Listen, penman! Honest work, be it stone-breaking on the roadside or giving advice in Harley Street, is amongst the noblest things. There may be as much spirituality in the breaking of the stubborn clod as there can be in the healing of the pain-racked body or the fevered brain. A man is no better because he belongs to a profession; he is no worse if he is a navvy; but if he brings to the service of the community the whole of his endowments he earns labour's highest prize which is rather more, methinks, than a label.

Personalia.

Mr. A. P. Coke, Deputy Town Clerk of St. Pancras, has been appointed Town Clerk. We are able to state that Mr. Coke's appointment is a very popular one with all his brother officers. He is an enthusiastic Nalgoite, and has frequently given tangible proof of his interest in the staff, and he has rendered good service on many occasions at social functions of the St. Pancras Branch.

Dr. F. W. C. Brown, M.D., D.P.H., the School Medical Officer and Medical Officer of Health at Heywood, has resigned his post to take up a similar post under the Hyde Corporation.

Mr. Allan Royle, Second Assistant Solicitor in the office of the Town Clerk of Stockport, has been appointed Assistant Solicitor to the Wigan Corporation.

Obituary.

We regret to record the death of the Borough Surveyor of Workington (Mr. H. B. Lewis), who passed away on the 22nd July. Mr. Lewis was a keen and interested member of the Association, and we would like to take this opportunity of expressing our sympathy to his family.

We regret to annouuce that Mr. James William Blakeborough, who had been chief accountant in the Leeds Tramways Department for 15 years, died on the 8th August at the age of 50 after a short illness.

SOCIAL SERVICE.

(*Continued from Page 215.*)

good life" possible on a concentrated and exclusive diet of even the choicest brand of, e.g., music, or drama, or physical welfare, or tutorial classes, or civic surveys, or books, or even joy-wheels and giant strides. The British Cabinet brings together, and as far as possible, unifies and balances the efforts and the expenditures of the Departments of State. The National Council of Social Service is, and I hope will long remain, the Cabinet of the voluntary services."

Social Service.

National Council and Carnegie Trust.

These extracts from the address given by Lieut.-Colonel J. M. Mitchell, O.B.E., M.C., M.A., Secretary of the Carnegie United Kingdom Trust, at the Annual Meeting of the National Council of Social Service, show the growth of the idea of social service and the excellent work done by the Council and the Trust in co-ordinating and fostering ideas and experiments directed towards the greater welfare of the people.

AFTER stating that it was the duty he Trustees of the Carnegie United gdom Trust to select for assistance ioneer experiments likely to meet ever-changing needs of the people these islands," Lieut-Colonel chell continued: "I have said t the Trustees' duty is to be on alert to pick out and assist well-henticated experiments which con-e to the greater welfare of the ple of the United Kingdom. In ng so they necessarily exclude, for ctical reasons, experiments which end entirely on one or more ividuals. Consequently their deal-s are mainly on the one hand, with blic authorities, national and nicipal, and, on the other hand, h well-administered voluntary lies.

'As regards the former, it is a rce of much satisfaction that several vernment Departments have, in nt years, enlisted the Trustees' p in promoting experiments which, ugh obviously desired and well-ached by expert opinion, could dly yet be presented to the tax-yer or the rate-payer as ripe for mediate expenditure from public ds. Recommendations from the ious Departments which are re-sented on your Council necessarily ry great weight, though, of course, Trustees must carefully avoid ng work the nature and desirability which is so well demonstrated that hould be financed from the Treasury the Rates. Now and again I have atured respectfully to wonder ether Government Departments are a little tempted to turn to the ist when they might, without propriety, recommend expenditure public money. Government Depart-nts, on the other hand, sometimes l that the Trustees are prone to up experimental institutions and a very early date to expect them to taken over and financed at the blic cost. The leaving of babies doorsteps is perhaps a temptation both. The situation, in fact, sents a very real dilemma, but I ature to think that on the whole two maternal interests have anced one another very fairly and cessfully.

'A rather good instance of this a recent combination which has ten place between the Government, Leeds Education Authority, and Trustees. Some years ago Sir orge Newman urged the Trustees to help in the establishment of a Physical Training College for Men Teachers. After protracted consultation with leading experts, whose collaboration was most cordial, it has been decided to erect this College as a Department of the Leeds Training College. The Trustees are making a grant of £30,000 which is estimated as the sum required for the buildings, i.e., a hostel and a gymnasium. If any additional cost is needed, the Local Authority, with the aid of the usual grant, will be responsible. The Local Authority, again with Government subsidies and contributions from other Local Authorities which send students, will be responsible for administration and maintenance. I confess I had rather hoped that the Government would take some share in the initial capital cost, but unhappily grants of this kind cannot be made unless local rate expenditure is incurred. However, on the whole, the partnership in this instance is probably quite fair, and if the new institution is found to be on the right lines one or more other colleges will doubtless be set up by Local Authorities in other suitable areas with adequate Government help."

As regards experiments conducted by voluntary bodies, he stated that while the Trustees have a great belief in the importance of voluntary organisations as pioneers, they have to be very careful to select bodies which are really representative and likely to establish themselves firmly on an independent financial basis within a reasonable time.

He gave examples of the manner in which statutory authorities are co-operating with voluntary bodies and praised the value of the National Council of Social Service in co-ordinating aims and efforts.

"The type of co-ordination for which the National Council stands," he said, "is very far from limiting freedom of action. What it does do is to emphasise the fact that all voluntary social services are directed or should be directed to a single end—the *mens sana in corpore sano* of the public as a whole, in a word "the good life." The work of the Workers' Educational Association cannot be effectively carried on unless its leaders are aware of the work which Boys' and Girls' Clubs are seeking to do among adolescents. Formal adult education must not exalt itself in Olympian isolation over the less ambitious programme of Dramatic Societies, Listening Groups, Choral Societies, and Students of Folk Dancing. Intellectual movements should have direct association with all efforts which bear specially on the community's physical welfare. Urban services must be linked as closely as possible with their rural counterparts, pooling so far as is practicable the respective advantages.

New Needs Arise.

"Social Service is ultimately one and indivisible. The social worker must, of course, be an expert and an enthusiast in his chosen field, but his work gains infinitely in richness and constructive efficiency if he views it as part of a comprehensive inter-related whole. The myopia of the mole, and the egoism of the zealot are equally barren of lasting result, and it is to the lasting credit of those who have created, and led the deliberations of, this Council that these morbid inhibitions have been sedulously and publicly condemned.

"Mr. Carnegie instructed the Trustees, whom I serve, to bear in mind that new needs arise as the masses advance. The policy of the National Council is the same. This principle can have no real effect in the sphere of voluntary social service unless there is some central thinking body which is catholic enough to look at the community as a whole, and to view all forms of social development as inter-related and supplementary one to another without prejudices for or against any particular forms of human activity. Man does not live by bread alone! Still less is "the

(*Continued on page* 214.)

Ayont the Tweed.

[illegible] notes are being written in the last of the holiday season. This year's holiday has had an intimate connection with Nairn. A week was spent at Oxford at the Summer School. It was a most delightful time. Probably a full report will appear on another page, and therefore only a personal impression may here be attempted briefly. First of all there was the life of the College. For most, if not all of us, it was a new experience. Each student had a sitting-room, leading off from which was a small bedroom. The furnishings and books of the rooms varied according to the tastes and stages of the student who had occupied them for the time being, but generally there were two or three easy chairs, a writing-table and books of the heavier sort. The old bed-maker went his rounds in the morning at 7.30 bringing hot water, brushed boots and news of the weather. When the College bell rang at 8.30 students with smiling morning faces and surprisingly well groomed, seeing that there were no baths, appeared from all sides of the quadrangle and made their way to the stately dining-hall with its oil paintings of bishops, distinguished scholars, and other college dons. Breakfast over there came the lecture at 10 o'clock, which lasted an hour, and the questions and discussions, which usually continued for a similar period. The lectures were both interesting and instructive—interesting chiefly because of their wide and detached view of the subjects treated and also because of their clarity of treatment. Then we were free to inspect the delightful old colleges with their beautiful chapels, quiet cloisters and lawns of velvety green. One felt that in such surroundings he could spend a life-time and he envied those men who had the good fortune to be elected to fellowships, and who, like John Wesley and many other eminent men, could retire to their rooms at the college whenever they felt the need of rest from the strain and worry of their active lives. Of course, there was also boating on the river, tennis and cricket, but of these mention will no doubt be made elsewhere. We regret to say that only five from our side of the border took advantage of this delightful experience. It is true that one of the members is already suggesting that we run a Scottish Summer School next year. The subject will [illegible] discussed at our next Scottish Council meeting.

We have been able to pay a number of visits to County Clerks and others who are dealing with questions of compensation. Everywhere we have had a most cordial and friendly reception, and there is an evident desire to do justly with the men who are dispossessed and to find places wherever possible for those at present in the service who are still young and wish to continue.

Up till the present we have had no Branch for Wigtownshire or the district round about Stranraer, though we have had one or two members in that area. Recently the D.O.S. paid visits in the district and there is now a good prospect of a Branch being formed. Once the holiday period is over we hope to have a meeting of the officials in the area with that object in view.

At the request of the Glasgow Branch the D.O.S. has sent a letter to the Corporation asking that, pending a decision on our application for the revision of salary scales, the working margin, or bonus portion of salary, be allowed to remain as at present.

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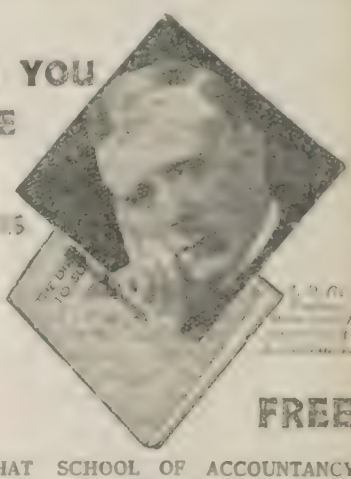

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Public Assistance Staffs.

N.W. District Liaison Committee.

At the meeting of the North-Western District Liaison ommittee, consisting of representatives of N.A.L.G.O. nd N.P.L.O.A. members, it was reported that out of pproximately 2,100 members of the N.P.L.O.A. for 1929, ,766 had completed the form of application for membership f N.A.L.G.O., and had been accepted by the branches oncerned. A large number of the Local Correspondents ad reported 100 per cent. transfer of membership to date, nd in other cases the completion of forms was proceeding.

There was also a large number of N.P.L.O.A. members ho had paid their subscription for 1930, and were thus utomatically members of the N.A.L.G.O., but by whom orms had not yet been completed. This would further ncrease the number of 1,766.

The meeting was informed that arrangements had been ade for all transferees to receive an individual acknowledgent of their form and welcome into the branch, and for eetings between N.A.L.G.O. branch representatives and ne transferees with a view to the adequate representation f the latter in proper proportion to the numbers on the ocal Executive Committees of N.A.L.G.O. branches.

It was reported that the Montgomery Branch of .P.L.O.A. had become the N.A.L.G.O. branch for that ounty, and that Mr. C. R. Lewis had consented to act as ecretary. The Divisional Organising Secretary was ddressing a meeting there on the 2nd August.

A new Branch had been formed for the Counties of aernarvon and Merioneth, and Mr. Wm. Jones, Secretary f the late North Wales N.P.L.O.A. Branch, had consented o act as Secretary for the time being. The D.O.S. and fr. Jones announced their intention of visiting all the nstitutions in North Wales, probably during the third eek in August.

Special Joint Whitley Council.

The D.O.S. reported that this meeting of the Liaison ommittee had been called mainly to report the very mportant developments which have taken place recently connection with conferences of Whitley Councils relative Public Assistance Staffs.

The Lancashire and Cheshire Whitley Council for the rofessional, Technical, Administrative, and Clerical Staffs f Local Authorities, and the Lancashire and Cheshire on-Trading Whitley Council, had had under consideration he question of the appropriate machinery for dealing ith salaries, wages, and conditions of service, of the ublic Assistance staffs transferred from the Board of uardians to local authorities. The two bodies (which present practically all the employing Authorities in ancashire and Cheshire) had referred the whole question a joint conference with a view to recommendations being ade as to which categories should come directly under the rview of each Council. Two meetings of the Joint Conrence had taken place, and their recommendations had ow been confirmed by the two Provincial Whitley Councils ncerned. The recommendations were as follows :—

That all Public Assistance employees who are clearly manual workers should be dealt with and come under the Lancashire and Cheshire Non-Trading Services Whitley Council;

That all Officers performing duties of a professional, technical, and clerical character, should come under, and be dealt with, the Lancashire and Cheshire Whitley Council for the Professional, Technical, Administrative and Clerical Staffs of Local Authorities.

That an Intermediate Grade be established to which shall be allocated certain classes of employees which cannot be appropriately classified within the existing manual and staff grades. That for the purposes of dealing with salaries, wages, and conditions of service of the Intermediate Grades, a Joint Committee be established consisting of 20 members, 10 from each of the two Councils above referred to (five from the Employers' side and five from the Staffs' side in each case).

The following recommendations have also been approved and adopted by the two Councils :—

That the conditions of employment of the officers and servants in force immediately prior to the 1st April last be continued for the current year ending December next, unless it is found possible to make the necessary adjustments at an earlier date.

That all persons entering the service of a local authority either as officers or servants after 1st April last shall enjoy the appropriate conditions of such local authority.

That all persons classified within the Intermediate Grade shall be insured persons within the meaning of the National Health Insurance Acts.

A protracted discussion took place on the above-mentioned decisions. It was realised by the transferred officers present that these decisions were of vital importance to the transferred officers in Lancashire and Cheshire.

The meeting was assured that the classifications were not necessarily final, and that any desirable readjustments would be brought forward in due course by the N.A.L.G.O. representatives on the Whitley Councils, or the Joint Committee.

The meeting came to the conclusion that it was very desirable that, in addition to the representation of Public Assistance officers already obtaining on the Liaison Committee, representatives of the grades classified as Intermediate should be consulted from time to time on any proposals which affected their scales of salaries, or service conditions, and it was thereupon resolved :—

(*a*) That nine representatives of the Intermediate Grades be invited to meet the Liaison Committee in a consultative capacity as and when required during the negotiations ;

(*b*) That the Manchester Branch, North Lancs. Branch, and West Derby Branch of the N.P.L.O.A. should each be asked to nominate three members of the classes referred to.

The meeting expressed the view that in connection with this important movement the N.A.L.G.O. had taken every step to protect the interest of the transferred Public Assistance Staffs.

Eligibility for Membership.

The D.O.S. reported particulars of agreements made by certain branches and the eligibility of employees who had not previously been members of N.P.L.O.A. for membership of N.A.L.G.O. He stated that the very large number already admitted showed that branches had taken a very wide appreciation of eligibility, and that he only knew of two applications in the whole area where there had been any difficulty, and these were clearly cases of manual workers.

Insurances.

The attention of readers desiring any class of insurance is directed to the announcement on page ii of the cover which offers a substantial saving by insuring through the Local Government Guarantee Society, 7, 8 and 9, St. James's Street, S.W.1. [ADVT.]

Successful Appeal Against Conviction.

Three officers of the Hendon Union Institution were found guilty at Hendon Police Court on 7th July on a charge brought by an inmate, a seaman, of alleged assault, each being fined £1 15s., including costs. The charge against the fourth defendant was dismissed. The defendants were legally represented on the instructions of the Middlesex County Council.

One of the officers consulted N.A.L.G.O. and an assurance that an appeal would be made to the Middlesex Sessions was given. However, the County Council decided to make the appeal and Mr. J. D. Cassels, K.C., successfully appeared for the appellants on the 1st August when the appeals were allowed with costs and the convictions quashed.

The Association was prepared to use its utmost endeavours in defence of an officer in the proper discharge of duties and acting under instructions, but it is to the credit of the Middlesex County Council that it took steps to secure justice to its officers at the Petty Sessions and then at the Sessions.

New Montgomery Branch.

At a meeting held at Newtown on Saturday, 2nd August, it was decided that the members of the late N.P.L.O.A. should be merged into a Branch, to be called the "Montgomery County Branch" of the N.A.L.G.O.

Mr. C. T. N. Taylor, Clerk to the South Montgomery Assessment Committee, was appointed President; Mr. Evan Morgan, Newtown U.D.C., as Hon. Secretary; and Mr. C. R. Lewis, Relieving Officer, Newtown, as Hon. Treasurer. The following were appointed Local Correspondents, viz.:—*Montgomery County Council:* K. G. Dart, Finance Department, Montgomery County Council. *Llanfair:* J. H. Vaughan, Relieving Officer, Llanfair-ar. *Newtown and Llanidloes:* D. T. Llewelyn, Relieving Officer, Llanidloes. *Machynlleth:* Ivor Jones, Cemmes Road, Montgomery. *Forden:* Bryn Davies, Master, Forden Institution.

A welcome was extended to all officers, Public Assistance (including Institutional) Staffs, and all other Local Government Officers in Montgomery.

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Superannuation.

Question No. 272.—Since 1924 a Scheme under the Local Government and Other Officers' Superannuation Act 1922 has been in operation under an Education Authority in Scotland. The functions of the Education Authority are now, since 16th May, 1930, administered by the County Council by virtue of the Local Government (Scotland) Act, 1929. Two officers of the Education Authority (one a School Medical Officer and the other a general clerk) occupied designated posts and have automatically become servants of the County Council as from 16th May, 1930. The Medical Officer continues to carry out the same duties as he performed prior to 16th May, but the clerk has been transferred from the Department of Education to another department of the Council. There is no Superannuation Scheme under the County Council excepting that transferred from the late Education Authority. *Queries.*—1. Can each of these officers claim to continue within the Superannuation Scheme and are the County Council bound to accede to the claim? 2. Can the County Council discharge their obligation to the general clerk by repaying his contributions in respect of service prior to 16th May, 1930, or by any, and if so, what other means?

Answer.—1. No, we do not think so. 2. Section 7 (2) of the Local Government (Scotland) Act, 1929, applies and modifies the Rating (Scotland) Act, 1926, Section 27, and must be the vilest example of legislation by reference on the statute book.

As regards the Clerk the change of department is authorised by Section 27 (2) as applied. If the duties are not an unreasonable addition to those previously performed there is no remedy. Where these transferred officers are transferred from a transferor authority having a superannuation scheme to a transferee authority not having a superannuation scheme, and are, therefore, entitled to claim compensation in respect of loss of superannuation rights under the scheme for the period of service prior to transfer to the transferee authority. If the transferee authority subsequently adopt or institute a superannuation scheme the period of service thus compensated for cannot be taken into account unless within six months of such adoption he pays back the compensation sum without interest. See the proviso (1) to the Sub-Section (2).

Superannuation Act, 1922.

Question No. 269.—I have claimed for the purpose of the above Act two years' previous service with another Local Authority (U.D.C.) as Assistant Surveyor. I am informed by the Authority under which I have been employed for the past 30 years, and am with at present, that this cannot be counted, on the grounds that my salary was paid by the Surveyor. This was an arrangement made by the Council and the Surveyor, and his salary was increased accordingly. The conditions of employment in those days (1896) were often of this nature in the smaller authorities. It appears to me distinctly unfortunate, as my work as Assistant Surveyor was wholly under this said Authority, the Surveyor being a full time Officer also. I was fully recognised as Assistant Surveyor to this Council at the time, and attended Committee, etc., in the absence of the Surveyor. The Ministry of Health Circular No. 633 issued in connection with the Act would seem to rule out such cases in part 10, but your confirmation, or otherwise, would be much appreciated in the light of any recent ruling, should the point have been previously disputed.

Answer.—We are afraid that we can give you poor comfort. The arrangement was an unfortunate one, for there was, on the face of it, no contractual relationship between the Council and yourself; your employer was the Surveyor and not the Council. Have you any evidence to refute this. For example: were you returned by the Council as an officer of the Council for Income Tax purposes? Did your name appear as "Assistant Surveyor" in any printed document, or on the Minutes? "Surveyor's Assistant" is different from "Assistant Surveyor"; it is all a question of fact. The case of Newton—St. Marylebone B.C. (1915) C.A. 84 L.T. K.B. 1721; 13 L.G.R. 711, does not help you. Channell, J., said that "designated" meant something more than "called," and there being no resolution designating the officer (called in many resolutions, etc., the "warrant officer") his claim for superannuation under the Act of 1866 was dismissed.

Improvement of the "Journal."

The special Committee appointed to consider the improvement of the Journal now consists of four members of the N.E.C. (Messrs. F. Marsden, A. Pinches, J. W. Singleton and J. W. Wilkinson) and three co-opted members (Miss E. Gaukroger, West Riding, Author and Journalist, and Messrs. A. F. Hutt, Manchester, Editor of the Branch Journal, and D. B. Lowe, Leicester, experienced in journalism and periodical production).

At the first meeting the Committee considered certain principles and suggestions and called for reports on various aspects of the question to be prepared for the next meeting which is to be held this month. One of the reports called for is from a well-known journalist and newspaper proprietor. The aim of the Committee is to reach an early decision and produce a Journal which, in the words of the Conference resolution, "will reflect worthily the status, opinions and aims of Local Government Officers."

Movement of Members.

Mr. E. Hawley, Bucks. C.C., to Inspector under the Oxford C.C.
Mr. T. W. Bennett, West Suffolk, to Highways Asst., West Ham Borough.
Mr. V. A. Ward, Bucks. C.C., to Jle. Employment Officer, Middlesex C.C.
Mr. D. Colbeck, Bucks. C.C., to Asst. Accountancy Clerk, Spalding U.D.C. (Mr. Colbeck was member of local Executive Committee).
Mr. M. J. Aves, Somerset, to County Accountant's Office, Cambridge C.C.
Mr. W. Knight, Ruislip-Northwood, to Internal Audit Asst., Leigh, Lancs.
Mr. A. L. Peacock, Merthyr Tydfil, to Cty. Juv. Employment Officer, Cambs. C.C.
Mr. W. H. H. Cocks, Ilford, to Accountancy Asst., Bournemouth.
Mr. H. H. Marshall, Ilford, to Accountancy Asst., Dundee.
Mr. J. W. Jarvis, Wallington, to Costing Clerk, Sutton and Cheam U.D.C.
Mr. J. H. Spencer, Huddersfield, to Chemist, Northampton.
Mr. W. V. Morris, York, to Chief Clerk and Vaccination Officer, Health Department, Wakefield.
Mr. C. H. Sewell, Doncaster, to Assistant Relieving Officer, West Riding County Council.
Mr. J. West, Doncaster, to an appointment in the Education Department, Barrow-in-Furness.
Mr. S. P. Whiting, Doncaster, to Ledger Clerk, Scarborough.
Dr. W. T. Walton, Middlesbrough, to Assistant Port Medical Officer, Plymouth.
Mr. F. Wilson, Middlesbrough, to Chief Draughtsman, Gas Department, Stockton-on-Tees.
Mr. W. Tait, West Riding County Council, to Porter, Essex County Council.
Mr. H. E. Green, Wallington, to Sanitary Inspector, Deptford.
Mr. C. F. Fryer, Ilford, to 2nd Class Clerk, Borough Engineer's Department, Wandsworth.

(*Continued on page 221.*)

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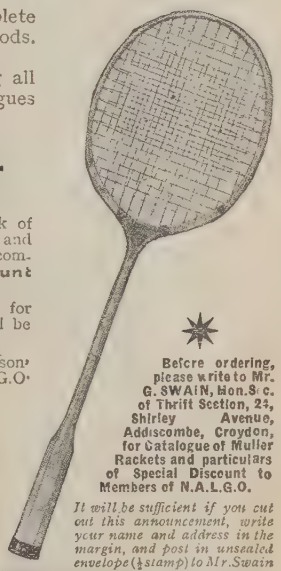

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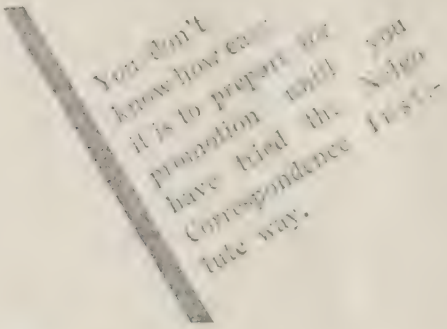

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H. A. Lowe, Doncaster, to Tramways Department, Barrow-n-Furness.
I. M. Cowan, Wolverhampton, to Department Borough Treasurer, Wigan.
G. Beaumont, Doncaster, to Junior Clerk in West Riding County Divisional Surveyor's Office, Doncaster.
F. Walton, Stockton-on-Tees, to Chief Architect and Draughtsman, Gas Works Department, Manchester.
A. Thompson, York, to Library Assistant, Bolton.
H. A. Lowe, Doncaster, to Chief Clerk, Tramways Department, Barrow-in-Furness.
ss M. Cooper, Stockton-on-Tees, to Housing Manager, Westminster.
H. Fielden, Todmorden, to an appointment in Accountant's Department, Bucks County Council.
D. G. Manners, Ossett, to Assistant Committee Clerk, Burton-on-Trent.
H. Lightfoot, Middlesbrough, to Assistant Weights and Measures Inspector, Northampton County Council.
W. J. Turner, Keighley, to Buildings Inspector, South Shields.
T. W. Bottomley, Keighley, to Assistant Education Officer, Dewsbury.
J. H. Johnson, Middlesbrough, to Committee Clerk, Twickenham.
C. P. Sherwin, Tynemouth, to School Architect, Felling U.D.C.
Lawrence Tanner, Waterloo and District, to Kendal Borough. Costing Clerk.
H. B. Sharpe, Rotherham, to Morecambe and Heysham, Tramways Manager.
ss K. L. Lukinson, Stockton-on-Tees, to Bolton, Housing Manager.
Fred Walton, Stockton-on-Tees, to Manchester, Senior Draughtsman, Gas Department.
H. Scott, Wakefield, to Westmoreland C.C., Junior Engineer Assistant.

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How to Speak in Public. *By C. F. Carr and F. E. Stevens. Published by Sir Isaac Pitman & Sons, Ltd. Price 3s. 6d. net.*

The sub-title of this book is: "A popular guide to fluency in debate and to the easy mastery of the art of effective self-expression on all public occasions," which amply explains its scope. In a foreword the authors explain that their special aim was to serve the need of the average man, who, conscious of his platform deficiencies, was anxious to overcome them without drudgery. This object seems to have been attained.

Road Transport Operation—Passenger. *By R. Stuart Pilcher, F.R.S.E., M.Inst.T. Published by Sir Isaac Pitman & Sons, Ltd. Price 10s. 6d. net.*

The author sets out to give an able non-technical description of the chief types of road transport systems—tramways, 'buses, railless electric vehicles, self-propelled vehicles, etc., and discusses the advantages and disadvantages of each, together with the costs of construction, operation and maintenance. The subject is a very large one, and to deal with some portions of the problem satisfactorily would require a volume in itself. At the same time, to those students who cannot deal in detail with the different engineering, financial and traffic problems, this book may be of some assistance in giving an outline of the main features. The author states: "The book is not intended as a comprehensive study of the subject dealt with, but the notes are presented as they occur to me, with my opinions, for what they are worth."

The Legal History of Trade Unionism. *By R. Y. Hedges, LL.M., and Allan Winterbottom, LL.M. Published by Longmans, Green & Co., Ltd. Price 7s. 6d. net.*

This study of a very important subject is divided into two parts. Part I, beginning with Elizabethan legislation, carries the history of Trade Unionism as far as 1871, and analyses the Combination Acts (1790-1825). Part II provides an outline of modern Trade Union Law, with special reference to the civil and criminal liability of Trade Unions. A final chapter is included on Strikes and Lock-outs. The book is not so much a text-book as a volume which should appeal to all who are interested in the growth of the trade union movement.

Holiday Reading.

Last month's "Musings," by Eppi Logge, interested me greatly because in his list of books for holiday reading I discerned an indication of his character and mental and philosophical make-up. I have enjoyed his "Musings" since they first appeared and have enjoyed the spirit in which he writes. His broad tolerance varied by a touch of impatience with the wilfully blind, his amused contempt of shams and pretence and the large-mindedness with which he surveys men and matters. On the negative side I enjoy the absence of peevish satire or sarcasm from his articles.

These characteristics are, on the whole observable in the books he has chosen and I have retained the list for future reference. When the last issue appeared I was on holiday and had already made my own list, which is considerably lighter in tone—but I make no apology for taste. My choice was:—"The Dean's Elbow," by A. E. W. Mason (Hodder & Stoughton, 7s. 6d.); "The Autocracy of Mr. Parham," by H. G. Wells (Heinemann, 7s. 6d.); "Songs and Slang of the British Soldier," edited by John Brophy and Eric Partridge (Eric Partridge, 7s. 6d.); "The Bitter Test," by Jesse Templeton (Ward, Lock, 7s. 6d.); "Very Good Jeeves," by P. G. Wodehouse (Herbert Jenkins, 7s. 6d.); "Camouflage," by Laurence W. Meynell (Harrap, 7s. 6d.); "The Price of Victory," by J. D. Strang; (Bodley Head, 7s. 6d.); "The Hardway Diamond Mystery," by Miles Burton (The Crime Club, 7s. 6d.); "Smiler Bunn Crook," by Bertram Atkey (Newnes 7s. 6d.); "The Red Horseman," by Kenneth Laing (Herbert Jenkins, 7s. 6d.); "Down the Sky," by E. V. Lucas (Methuen, 7s. 6d.); "The Prince from Overseas," by Sir Basil Thomson (Chapman & Hall, 7s. 6d.); "The Arrow of Glenlyon," by A. A. W. Ramsey (John Murray, 6s.); "A Room in Berlin," by Gunther Birkenfeld (Constable, 7s. 6d.); "The Sting of the Whip," by C. C. & E. M. Mott (George Allen & Unwin, 7s. 6d.); "The Town of Tombarel," by W. J. Locke (The Bodley Head, 7s. 6d.); "The Metropolis," by Upton Sinclair (T. Werner Laurie, Ltd., 7s. 6d.); "Fanny Alley," by Prudence O'Shea (Albert E. Marriott, Ltd., 7s. 6d.); "The Young and Secret," by Alice Grant Rosman (Mills & Boon, 7s. 6d.); "Pushed," by Quex (Constable, 3s. 6d.); "The Green Complex," by Harold Macgrath (John Long, 7s. 6d.); "An African Savage's Own Story," by Lobogola (Knopf, 10s. 6d.); "Shades of Albany," by I. M. Parsons (Bodley Head, 3s. 6d.); "Gentlemen I Give you Wine," by H. Warner Allen (Faber & Faber, 1s.); "The Wings of Adventure," by Philip Gibbs (Hutchinson, 7s. 6d.).

I found that these books formed a perfect change from the type of publication I read for most of the year. They include three war books ("The Price of Victory," "Pushed" and "Songs & Slang of the British Soldier") which pleased me mightily. "Pushed" is a matter-of-fact account of the retirement and advance in 1918 of an artillery battery, keenly interesting and with no touch of conscious sentiment until the final paragraph—where it comes as a shock. "The Price of Victory" is a really fine account of the life of a young soldier from enlistment to the Armistice. He is by turns bitter and tender, but his bitterness is directed against the muddle and waste of war and for the crassness of the military mind. "Songs & Slang of the British Soldier" brought back many forgotten things to my mind. I amused myself by compiling, with the aid of acquaintances who had served, a list of songs and snatches which had been omitted, though most of them were unprintable.

What need I say of the "Autocracy of Mr. Parham" except to say that it is the best of the later manner of Wells. I am unregenerate enough to regret that the author should have ceased to supply us with gemlike short stories such as "The Country of the Blind" and gripping stories such as "Tono Bungay" or "The History of Mr. Polly," but I enjoyed this powerful demonstration of the effect of history teaching in preserving war as a national convention.

"The Hardway Diamond Mystery," "Smiler Bunn Crook," "Camouflage" and "The Green Complex" were crime and crook tales of the best. Smiler Bunn has long been a favourite of mine and I enjoyed this big volume of his exploits.

Of the others "The Dean's Elbow" was very good, but did not thrill me as had A. E. W. Mason's previous books, notably "The Four Feathers." In "The Town of Tombarel" the late W. J. Locke gives us a series of stories and incidents in the life of the Maire of Tombarel, illustrating that worthy's courtesy, kindness, strength and mental and moral agility. I enjoyed it greatly and pined for the heat and life of this Provencal village. E. M. B.

Ministry of Health.

The following Circulars and Orders have recently been issued by the Ministry of Health. Where a price is quoted copies may be obtained from His Majesty's Stationery Office:—

Circular 1129.—Local Government Act, 1929. Returns as to maternity and child welfare, tuberculosis and venereal diseases services.

Circular 1132.—Rating and Valuation Act, 1925. Central Valuation Committee Sixth Series of Representations. (Price 3d.).

Circular 1136.—Memorandum on Cancer as a subject for the attention of Local Government Authorities.

A BIBLIOGRAPHY OF LOCAL GOVERNMENT.

"The Journal of Adult Education," to be published towards the end of September, will contain a bibliography of works on Local Government, compiled by Dr. Finer. Copies of this issue (price 2s. 6d.) may be obtained from the British Institute of Adult Education, 39, Bedford Square, W.C.1.

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The Annual Outing of the Carshalton Branch was made by Coach to Folkestone when a party of members and friends numbering 30, had a very enjoyable day.

The following presentations have been made by the Heywood Branch:—Mr. J. H. Mills, Deputy Borough Treasurer, retired, cheque; Mr. J. Yates, Road Foreman, Surveyor's Dept., retired, cheque; Mr. J. Nightingale, Water Board Officer, married, gate-leg table.

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The winners of competitions since the section was inaugurated are as follows :—

Inter-Branch (Team) Competition (for the "Coombs Chess Cup") :—1924–5, Lambeth ; 1925–6, Kensington ; 1926–7, Met. Asylums Board ; 1927–8, Kensington ; 1928–9, Acton-Hammersmith ; 1929–30, Kensington.

Individual Championship (for the "Mary Lord Challenge Cup") :—1926–7, Mr. F. E. Yewdall (Richmond) ; 1927–8, Mr. W. L. Brierley (Southwark ; 1928–9, Mr. W. L. Brierley (Southwark) ; 1929–30, Mr. G. P. Frost (Acton).

Handicap Competition (for the "Bailey Chess Cup") :—1928–9, Mr. P. E. Harbott (East Ham) ; 1929–30, Mr. G. P. Frost (Acton).

Nalgo Rifle Clubs.

In the team shoot for "The Mappin Shield," the following scores are to hand :—Leeds, 387 ; Southampton, 387 ; West Riding County Officers, 380 ; Dundee, 379 ; Leicester (Club team), 340 ; Leicester (Surveyor's No. 2), 301 ; (Treasurer's No. 1), 299 ; (Water and Rates), 284 ; (Treasurer's No. 2), 271 ; (Surveyor's No. 1), 246 ; Bournemouth ; no returns.

The following entries have been received for the First President's Trophy "Rose Bowl," Competition, with their handicap shown in brackets. *Bournemouth* :—C. H. Northwood (96·5), C. C. Coffin (96·5), A. W. Hurley (94·5). *Dundee* :—G. McKay (95·5), W. Laughlin (92·0). *Leeds*.—G. F. Clyne (96·5), G. W. Clarkson (96·0), S. J. Stott (95·5), L. Farniss (95·5). *Southampton* :—T. Moody (94·5), G. Still (93·5), A. H. Holley (92·0), C. Davis (91·0), F. Mason (93·5), A. Roberts (92·5), W. H. Braxton (92·5).

The only match at present completed in the "Homewood Crawford Shield" competition is Leeds *v.* Southampton and the following are the individual scores for same. *Leeds* :—S. J. Stott, 100 ; G. F. Clyne, 99 ; L. Farniss, 97 ; B. Aves, 96 ; G. W. Clarkson, 95 ; Total (4 best scores), 392. *Southampton* :—G. Still, 97 ; A. Roberts, 96 ; T. Moody, 94 ; W. H. Braxton, 90 ; C. Davis, 86 ; Total (4 best scores), 377.

Metropolitan District Bowls.

Competitions 1930. Results to date.

Rink.—Semi-finals :—Lewisham, 30, *v.* Southgate, 20 ; Ilford, 18, *v.* Wimbledon, 17.

Pairs.—Semi-finals :—Brown and Croxford (Paddington, 17, *v.* Hughes and Hawkins (Fulham), 15 ; Speight and Savidge (Leyton) to play Dabbs and Starling (Enfield).

Single-Handed.—Final :—F. H. Hughes (Fulham), 21, P. Rutherford (Southgate), 16.

Metropolitan District Tennis.

The finalists in the Metropolitan District Lawn Tennis Tournaments are as follows : Ladies' Doubles : Lambeth v. East Ham ; Mixed Doubles : Croydon "B" v. Croydon "A" ; Gents' Doubles : Willesden v. Lewisham ; Ladies' Singles : Miss A. Dickens (Ealing) v. Miss F. C. Wells (East Ham) or Miss M. de Gruchy (Croydon) ; Gents' Singles : Mr. W. J. Knight (Barking) v. Mr. J. C. Stevens (Hammersmith).

The arrangements are now being made for the Finals, which will take place on the 6th September, and full particulars as to the ground, etc., will be circulated to Branch Hon. Secretaries by the time this issue of the Journal is published.

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The following articles in the Nalgo colours may be obtained *through Branch Secretaries or direct from Headquarters*, at the prices shown. Remittances must accompany order.

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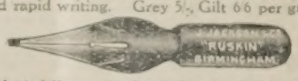

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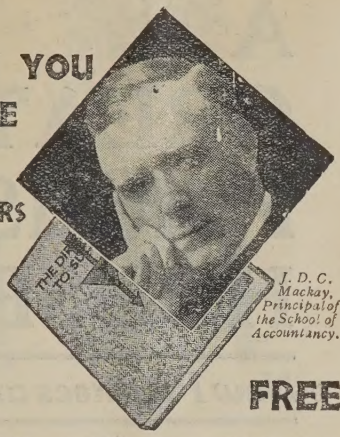

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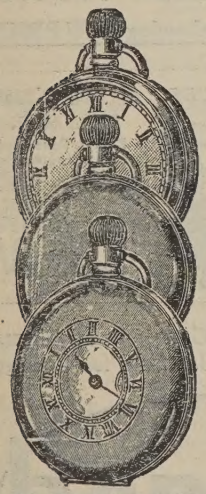

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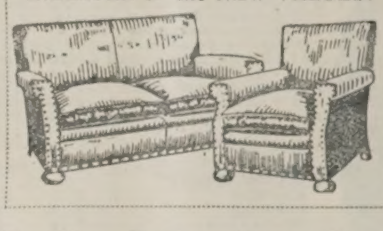

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